

MY NAME IS (b) (6), (b) (7)(C). I STARTED WORKING AT SAM'S TRUSSVILLE IN (b) (6), (b) (7)(C) 2010. MY JOB DESCRIPTION WAS TO (b) (6), (b) (7)(C) MY PAY WERE (b) (6), (b) (7)(C). I WAS VERY EXCITED WITH MY JOB I WAS ALWAYS ON TIME, NEVER CALLED OFF, AND ALSO WENT IN WHE MY (b) (6), (b) (7)(C) CALLED ME IN ON MY OFF DAYS TO COVER FOR OTHER ASSOCIATES THAT CALLED OF THE DAYS THEY WERE SCHEDULED TO COME IN WITH NO PROBLEM. I WERE ONLY TRAINED TO (b) (6), (b) (7)(C) BY (b) (6), (b) (7)(C) THE (b) (6), (b) (7)(C). I TAUGHT MYSELF HOW TO DO OTHER DUTIES AROUND

THE (b) (6), (b) (7)(C) WITHOUT TRAINING. I WERE NEVER TOLD I WERE DOING SOMETHING INCORRECT BY (b) (6), (b) (7)(C) WHO IS THE (b) (6), (b) (7)(C) NOR (b) (6), (b) (7)(C) WHO IS THE (b) (6), (b) (7)(C). IT'S THREE ASSOCIATES ONE, (b) (6), (b) (7)(C) THE (b) (6), (b) (7)(C) AND (b) (6), (b) (7)(C) WHO COME TO CHECK THE (b) (6), (b) (7)(C) TO MAKE SURE EVERYTHING IS IN ITS RIGHT PLACE. EVERYBODY EXCEPT FOR MYSELF WORKS (b) (6), (b) (7)(C) I WERE THE ONLY ONE SCHEDULED FOR (b) (6), (b) (7)(C) WHEN I WOULD COME IN IN THE (b) (6), (b) (7)(C) I HAD A LONG LIST OF DUTIES. I WOULD ASK (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) AND (b) (6), (b) (7)(C) IF SOMEONE COULD STAY AND HELP THEIR REPLY WERE NO, I CAN DO IT. I STARTED PAYING CO-WORKERS TO STAY AT WORK A LITTLE LONGER TO HELP ME OUT CAUSE THE AMOUNT OF WORK THAT I HAD TO DO ALONE IN THE AMOUNT OF TIME (b) (6), (b) (7)(C) I WASN'T GOING TO FINISH IT ALL( SEE THE ATTACHED TO DO LISIT (b) (6), (b) (7)(C) GAVE ME). THE BOTTOM OF PAGE ONE TO-DO LIST IS ANOTHER EMPLOYEE'S DUTIES THAT CAME IN WORK AT (b) (6), (b) (7)(C) ON (b) (6), (b) (7)(C) 2011. I WENT IN AT (b) (6), (b) (7)(C) THIS DAY. (b) (6), (b) (7)(C) WAS AWARE OF ME PAYING OTHER EMPLOYEES TO HELP ME.

IN (b) (6), (b) (7)(C) 2010 CORPORATE CAME IN AND REVIEWED THE (b) (6), (b) (7)(C). IT WAS NOT A GOOD REVIEW. NEXT THING I REALIZE I WERE GETTING WROTE (b) (6), (b) (7)(C) SAID I FORGOT TO (b) (6), (b) (7)(C) BEFORE I TOOK IT TO THE FLOOR. IT THEN FELT LIKE I WERE TARGET. THE NEXT WRITE-UP I GOT IS (b) (6), (b) (7)(C) CAME TO ME ONE DAY AND TOLD ME A MEMBER SAID (b) (6), (b) (7)(C) HEARD ME USE PROFANITY(HEARSAY) (b) (6), (b) (7)(C) WHO IS THE (b) (6), (b) (7)(C) TOLD ME

IF I DIDN'T SIGN THE WRITE-UP I WOULD LOOSE MY JOB. AND IF I WERE TO GO TO EEOC THERE WOULD BE NOTHING THEY WOULD DO. THEREFORE I WERE ON WHAT THEY CALL A D-DAY WHICH MEANS A LAST CHANCE AGREEMENT. ALL OF THIS HAPPENED IN THE MONTH OF (b) (6), (b) (7)(C) 2010. I WENT TO (b) (6), (b) (7)(C) AND EXPLAINED TO (b) (6), (b) (7)(C) WHAT WAS GOING ON ON MY JOB. THEN MY HOURS DROPPED TO (b) (6), (b) (7)(C). I HAD PASSED MY (b) (6), (b) (7)(C) WITH NO COMPLAINT OR PROBLEMS. I DID NOT DO A (b) (6), (b) (7)(C) EVALUATION (b) (6), (b) (7)(C) ONLY TOLD ME I CAN'T GET OVER (b) (6), (b) (7)(C) AND I COULD ONLY DO THAT FOR (b) (6), (b) (7)(C) BECAUSE THEY WOULD HAVE TO PUT ME ON (b) (6), (b) (7)(C). ON (b) (6), (b) (7)(C) 2011 AN (b) (6), (b) (7)(C) (NAMED (b) (6), (b) (7)(C)) THAT WORKS IN THE (b) (6), (b) (7)(C) NOT OF (b) (6), (b) (7)(C) CAME IN LATE. THIS (b) (6), (b) (7)(C) RECIEVED NO DISPLINARY AND STATED THAT (b) (6), (b) (7)(C) HAD MORE PRIVILAGES THAN US (b) (6), (b) (7)(C) ANOTHER (b) (6), (b) (7)(C) WENT TO (b) (6), (b) (7)(C) AND (b) (6), (b) (7)(C) DID NOTHING. EVERYDAY I WENT INTO WORK EVERYBODY ELSE WAS LEAVING. THE WORK THAT WERE NOT DID ON (b) (6), (b) (7)(C) I HAD TO DO THEIR WORK WICH I WERE NOT TRAINED TO DO PLUS CLEAN THE (b) (6), (b) (7)(C). ON (b) (6), (b) (7)(C) 2011 I WENT IN TO WORK AT (b) (6), (b) (7)(C). ON THIS DAY ONE OF MY DUTIES WERE TO (b) (6), (b) (7)(C) THERE WERE THERE WERE (b) (6), (b) (7)(C) THAT (b) (6), (b) (7)(C) THE SAME (b) (6), (b) (7)(C) THAT SAID (b) (6), (b) (7)(C) HAD MORE PRIVILAGES THAN US (b) (6), (b) (7)(C) WERE SUPPOSE TO PUT OUT ON THE FLOOR THAT WERE SITTING OUTSIDE THE COOLER THE EVENING I CAME IN. I PULLED THE (b) (6), (b) (7)(C) WHICH WERE ALL (b) (6), (b) (7)(C) WERE PULLED OUT BY ME. ALL THE EMPTY RACKS THAT I PULLED I PUT OUT FRONT. THE NEXT MORNING I CALLED (b) (6), (b) (7)(C) AND ASKED (b) (6), (b) (7)(C) HOW DID (b) (6), (b) (7)(C) LIKE THE WAY I CLEANED THE (b) (6), (b) (7)(C) TOLD ME I DID GOOD EXCEPT I LEFT ABOUT (b) (6), (b) (7)(C) WORTH OF (b) (6), (b) (7)(C) OUT. I EXPLAINED TO (b) (6), (b) (7)(C) I DID NOT REMEMBER TAKING THIS RACK OUT. I WENT INTO WORK ON (b) (6), (b) (7)(C) 2011 AT (b) (6), (b) (7)(C). I DID MY JOB AS USUAL LATER ON THAT (b) (6), (b) (7)(C) A (b) (6), (b) (7)(C) CAME TO ME AND SAID (b) (6), (b) (7)(C) WERE THERE FOR AN INTERVIEW THEN A CO-WORKER CAME IN ABOUT (b) (6), (b) (7)(C) AND (b) (6), (b) (7)(C) TOLD (b) (6), (b) (7)(C) TO COME TO WORK. (b) (6), (b) (7)(C) CAME IN AT (b) (6), (b) (7)(C) AND TOLD ME I WERE FIRED. I WENT TO CLOCK OUT AND (b) (6), (b) (7)(C) TOLD ME (b) (6), (b) (7)(C) WERE GOING TO CLOCK ME OUT. SO I LEFT. I DON'T FEEL LIKE THIS WAS FAIR FOR (b) (6), (b) (7)(C) TO WORK ME ONE HOUR BEFORE THE SHIFT ENDED AND FIRE ME (b) (6), (b) (7)(C) KNEW (b) (6), (b) (7)(C) WERE GOING TO FIRE ME THAT (b) (6), (b) (7)(C) I SPOKE TO (b) (6), (b) (7)(C) BUT (b) (6), (b) (7)(C) WAITED TILL I HAD CLEANED UP THE (b) (6), (b) (7)(C) ALONG WITH OTHER DUTIES THEN FIRED ME. (b) (6), (b) (7)(C) SHOWED ME FOOTAGE OF ME TAKING (b) (6), (b) (7)(C) BUT (b) (6), (b) (7)(C) DID NOT SHOW THE PART WHERE I LEFT THE STORE AND LEFT (b) (6), (b) (7)(C) I FEEL THAT SOMEONE ELSE LEFT THE (b) (6), (b) (7)(C) AND I WAS ACCUSED OF LEAVING (b) (6), (b) (7)(C). I WOULD LIKE TO FILE A DISCRIMINATION CHARGE AND AN UNFAIR TREATMENT CHARGE. IF POSSIBLE I'M REQUESTING (b) (6), (b) (7)(C) ASSIST ME.

THANK YOU

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

-11

## Todo List

(b) (6), (b) (7)(C)

went to AT

(b) (6), (b) (7)(C)

1.) Clean (b) (6), (b) (7)(C)

only had

2.) Clean Windows - scrub with green pad

3.) Fill C.O.V.S. Spare ribs + Back Ribs  
11017

4.) Fill chicken + ground turkey 11019

5.) Sweep cooler floors

6.) Put new can liners in empty Bone Barrels

7.) Wash all white pans that are empty

(b) (6), (b) (7)(C)

1.) Clean ovens

2.) Breakdown Patisserie

3.) Fill frozen Seafood

4.) Run grinds

were already at  
work when Carter  
got here  
~~worked~~ Longer

1-3 not job Description

(b) (6), (b) (7)(C)

- 11 To do list

- 1.) Weigh up all fish  
Salmon - 14386  
Catfish - 14443  
Tilapia - 14444  
Imitation Crab - 14005
- 2.) Weigh up and fill C.O.V.S.  
Back ribs - 11019  
Ribeyes - 12012  
Brisket - 12031 + 12037  
Ground Chuck - 12130
- 3.) Fill Chicken + Ground Turkey  
Ground Turkey Endcap + Members Mark Endcap
- 4.) Clean (b) (6), (b) (7)(C)
  - A.) SCUB FLOORS
  - B.) Wash Windows
  - C.) Sweep cooler
  - D.) Clean Case Glass

(b) (6), (b) (7)(C)

Todo List (b) (6), (b) (7)(C) 11

(b) (6), (b) (7)(C)

- 1.) Clean Windows
- 2.) Scrub Floors in meal dept.
- 3.) Mop Cooker by rotisserie door
- 4.) Fill chicken + Ground Turkey
- 5.) Fill C.O.V.s.
- 6.) Clean all doors in the dept.
- 7.) Clean all un-used white pans
- 8.) Clean (b) (6), (b) (7)(C) thoroughly

Went in At

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

Region 10 Resident Office  
1130 22ND STREET SOUTH  
RIDGE PARK PLACE, SUITE 3400  
BIRMINGHAM, AL 35205-2870

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (205)933-3018  
Fax: (205)933-3017

May 23, 2011

Jennifer Nowlin, Esq.  
Wal-Mart  
702 SW 8th St  
Bentonville, AR 72716-6209

Re: Sam's Club  
Case 10-CA-038923

Dear Ms. Nowlin:

This is to advise that I have approved the withdrawal of the charge in the above matter.

Yours very truly,

A handwritten signature in black ink, appearing to read "Martin M. Arlook", is written over a white background.

Martin M. Arlook  
Regional Director

cc: (b) (6), (b) (7)(C)  
[REDACTED]  
[REDACTED]  
  
(b) (6), (b) (7)(C)  
Sam's Club  
5940 Trussville Crossing Parkway  
Trussville, AL 35173  
  
(b) (6), (b) (7)(C)  
Sam's Club  
5940 Trussville Crossing Parkway  
Trussville, AL 35173